

W O R D S & V i z i o n

UCFV Faculty & Staff Association Newsletter

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From the Editor

Getting a Grip

The other day, while slumped in my office chair, contemplating the melancholy mechanics of Long Term Disability as an alternative to further anguished travail under the anti-Ed Liberal regime, I had a hallucination.

Looking out the window over the green sward toward ABBY's Library (to check if hands had been installed on the centre-point clock face), I was startled by a cluster of white tombstonesque crosses stuck in the grass, as if a tiny cemetery had sprouted, mushroom-style, overnight.

For a moment I feared that these might be markers for too-sensitive colleagues, cut down by apoplectic episodes at the passage of Bill 28. But no — I blinked, and the crosses were gone.

Maybe it was just a projection of my own moribund state of mind in these difficult days. The UCFV departmental 'transformations' going on right now due to budgetary fallout are, to say the least, depressing. But I'm also thinking in a kind of convulsive way of network news with its daily carnage coverage of seemingly continuous futile conflicts round the globe (e.g., Israel versus Palestine decade seven?), plus the six month anniversary of you-know-what horror; then there are those legions of ill-treated corpses (339 at last count?) laying around what I guess must be half of Georgia — not to mention, closer to home, pig farms in Coquitlam and small coffins in Quatsino.

Another thing: Like you, perhaps, I spend a fair bit of time in the car in work-related to-ing and fro-ing; and recently I have become sensitized, in my sometimes meandering commutes, to those piteous roadside shrines. You know the ones: crosses, flowers, sometimes with personal artifacts like photos stuck in the foliage — agonizing *memento mori*, partly because of their naïve, innocent quality and shock quotient. I mean, you are driving along cheerfully, then slow down on a perfectly

normal stretch of highway or by-way, and there it is, another reminder of mundane mortality. And it's amazing how many of these tributes there are, marking deadly traffic fatalities, 'roadkill', really, attesting to the price we willingly pay for the convenience of getting from A to B in comfort and privacy.

Which reminds me of even more psychic gore; because while driving I naturally turn on the good old CBC, an institution that also seems to be dying, or something. Not just Gzowski gone as of a few weeks, after I don't know how many years of that mellow presence getting me through rain-drenched morning meditations on the mysterious soul of Canada. Now the venerable network itself seems to be wheezing its way to a new astral plane; intent on ignoring us righteous geezers who may still need something to listen to for the next few decades, it appears to be poised for transmogrification... into a totally wrong-headed hip-hop format.

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Editor: Ryszard Dubanski

Secretarial Support: Fenella Sobchuk

Printed by: Janet Allanson, UCFV Printing Services

Contributions and ideas are welcome from all members.

UCFV FSA

33844 King Road, Abbotsford, BC V2S 7M8

Tel: 854-4530 FAX: 853-9540

www.ucfv.bc.ca/fsa/

Adieu to old friends like 'As It Happens' and 'This Morning' (after months of therapy learning to love, well, sort of, Shelagh Rogers' oh-so-infectious laugh), and goodbye, I'm afraid, to most listeners; hello Babylon and, later, silence(?).

Not to mention the funerals I've been attending of late. So, of course, all this death makes me think of sex.

Meanwhile, in Another Part of the Tabloid...

But not in a particularly positive way, alas. For one thing I've been following — or should I say, tripping over — the story of Amy Gehring (Ontario 'supply' teacher recently tried in England for having intimate relations with underage, 15 year old, male students) as part of a current research project vis a cultural studies take on the Educator's image in pop-media.

Immediately after being cleared at trial, Gehring readily admitted to having sex with a 16 year old student. What a difference a day makes. And now she willingly talks (in the spirit of 'educating' the public, no doubt) to the media about the tribulations of being alienated in Jolly Olde England and her need to reach out and touch something, though admitting to being mostly too drunk to remember exactly what. But public education doesn't come cheap; she's charging \$10,000 an interview. These must be the 'wages of sin' I've read so much about.

As well, somewhat thematically, I happened to check out ratemyprofessor.com — as you might guess, an universal online rating/review service for students. I remember when I was a student myself how much this concept appealed to me, that notion of some community insight into one's teachers. Now, I dunno. At any rate, if you haven't been there yet, the overall scale goes from 1—5 (tops) with categories listed which include Easiness (first of all), Helpfulness, Clarity, and 'Hotness' (!), this element fairly prominent as an indicator, cutely emphasized by a flaming red chili pepper. At first I wasn't sure

whether to feel disappointed or relieved at not finding myself listed. Then I thought, why not some creative writing effort to boost my profile? Couldn't I submit some cool, or hot, stuff about *moi*, while cunningly identifying as a civic-minded student?

Phrases spring to mind: like 'Socratic dialogue that really rocks', 'in class, sweeping generalizations go to whole other level of meaning', and, on the more personal front, 'bewitchingly balding', 'beguilingly bulgy', 'takes fashion risks ... and I think they're working', and so on.

Then it occurred to me, hey, maybe some of my clever colleagues have already been there done that ... for themselves, or in a collegial spirit, for each other. Helpful input *really* springs to mind, in a veritable vernal frenzy: but perhaps should stay there — in the mind, that is.

Busting Out All Over

The groovy news is that there are other, more fundamental and fecund signs of life, and not just in the furry magnolia buds covered in snow on the greenway. On February 28 the big rally in CHWK proved that some folks in the Valley and from this institution are still very much alive and kicking.

Reliable sources (I was teaching) describe the monumental event, with around 1500 attendees, as something like a cross between a peace march and Woodstock but funner, and with better washroom facilities. Reports confirm that geezer colleagues got all hotted up, to the extent that they threw aside crutches and canes, doffed body braces and chucked calcium rich multivitamins (they sting!) while marching doughtily in support of 'civil' government, waving placards, chanting, and even making a few rude gestures along the way.

Some claim that afterwards, in the dark, there was dancing in the streets (well, energetic shuffling at least) to the sounds of Sixties tunes and the ingestion of a range of beverages and other substances.

All I can say, is Right On — and read on to catch the spirit that is gripping so many in this season of renewal and regeneration, or should I say, of flower power?

Ryszard Dubanski



President's Report

Leaving Office

This will be my final submission to *Words & Vision* as FSA President. At the outset, and from the heart, I want to say that in my eight years of active involvement with the FSA I have been fortunate, and privileged, to have worked with so many wonderful, talented, and dedicated people: on the Executive, in the membership, in UCFV administration, and at CIEA. And many of these people, I am blessed to say, have become dear friends. Because much of what the FSA President deals with is of a negative nature, I can't in all honesty characterize the last three years as enjoyable. However, I can describe them as interesting, challenging, educational, humbling, and *busy* — 'never a dull moment' as they say — at times frustrating, at times infuriating, at times exciting, and at times amusing.

The FSA has always described itself as a unique organization because we alone in the post-secondary realm represent Faculty, Staff, and directors: but our uniqueness does not end there.

From what I have seen, our labour relations are the best in the province and for the most part have been so for the last 25 years. This is due partly to the structure of the FSA — Management only has to deal with one bargaining unit — and partly to the FSA Executive and UCFV administration both making a concerted effort to deal with issues reasonably and responsibly (most of the time, anyway). I know some members think the FSA Executive is too 'buddy buddy' with Management, and that we have been described as cutting 'hall-way' or 'back room' deals. However, I disagree (which will come as no surprise!). I believe what we have at UCFV is a healthy labour/management style that is based on mutual respect and a sincere desire to try to understand the problems a particular issue poses for all parties concerned.

This style has demonstratively worked well for us. UCFV is a very successful institution. We have the best contract in our sector for both Staff and Faculty. (If you think Okanagan's is better, have a look at their work load provision. Their instructors have to see over 120 students a semester, we only have to see 150 a year. It is true that *some* of their Faculty will eventually make more money than ours, but that is only a certain segment of their PhDs. Most of their Faculty will not make what our top-of-scale instructors do.) Our Staff have the only Ed. Leave provision in the province. We have a superior benefits package. We negotiate very generous severance packages for our retiring and redundant members. We almost always manage to negotiate another UCFV position for laid-off employees. We do not have costly arbitrations. And, we do not spend the majority of our time and effort on labour disputes, as many other locals do, which allows us to get on with the business of education. Having said that, I cannot overlook the fact that we have had the great good fortune of having Barry Bompas, in his many roles, as the main UCFV point person for labour relations. Barry plays a large part in keeping UCFV/FSA relations friendly and productive.

I am grateful to have been given the opportunity to serve on the FSA Executive, and I am grateful that Faculty had enough confidence in me to allow me to represent them provincially. I am very proud of the job we do as an Executive and of our UCFV/FSA labour relations. And I am proud to be an employee of UCFV.



Lay-offs and Bumping

As much as I am looking forward to my new position in the Student Activities Centre, I regret that I am leaving office at such an unhappy time for our membership. Lay-off and bumping is the most difficult situation we deal with as a union — a situation we now seem to be faced with on a regular basis every few years. This year, though, is especially brutal, and had it not been for UCFV's decision to raise student tuition fees so drastically, lay-offs and bumping would have been far worse. Unfortunately, unless the government changes its 0, 0, & 0, policy and funds post-secondary appropriately, UCFV will be forced to resort to lay-offs again next year and the year after.

As per our Collective Agreement, the UC must make every effort to find an alternative to any lay-off. To that end the FSA grievance chairs and president work closely with Management to find a suitable alternative for the member affected. This work takes place before the official lay-off notice is given and before bumping begins. The most common examples of alternatives to lay-off are: early retirement, if the employee is

willing and eligible, and, transferring to a newly created or vacant position, if the employee has the qualifications. The transferring option is often misunderstood by other members. It is not a way for UCFV to slide a favored employee into a position without having to compete for it; on the contrary, most employees faced with lay-off would rather not transfer if they didn't have to. Transferring to alleviate a lay-off negates the bumping process which otherwise would have adversely affected several people.

UCFV's budget proposal, which includes the announced increase to student fees and employee lay-offs, was submitted to the UCFV Board for its approval on Wednesday, March 13th. The Board will make known its decision to accept or reject the budget March 27th. This report will already be on its way to editing by then, but I am confident the Board will accept UCFV's proposal as submitted. If that is the case, except for lay-offs caused by bumping, we can expect no further lay-offs until this time next year.

Member Rights and Union Representation Fallacies

A common misperception members have is that departments have Collective Agreement rights. Departments are not represented by the union, individuals are. It is the Dean who represents the interests of the department. In a case where it is believed the outcome of a grievance may adversely affect a department, it is the Dean who must argue on the department's behalf.

Another misperception is that the FSA has a large role in UCFV decision making. The FSA does have two representatives on UCC but other than that the only time we have a role in making decisions is if we negotiate one in a specific area of the Collective Agreement. UCFV Administration is far more generous than other colleges and UCs about asking for FSA participation on joint committees,

but that does not guarantee the committee's recommendations will be accepted. A good example of this is union participation on SACs. As SAC participants we tend to forget that a Selection Advisory Committee is just that, an 'advisory' committee. Administration is under no obligation to accept the committee's preferred candidate except in cases where the Dean's rejection violates the Collective Agreement. By law, the employer directs the workforce, the employer hires, the employer fires, and the employer sets policy. By law Management even has the right to mismanage. Although we have union protection and bargaining rights, the balance of power is decidedly on the side of the employer.

CIEA and the Fate of the FSA

The Task Force on Restructuring submitted its final report, including recommendations for change, to the FSA Executive at the end of January. Based on the membership survey conducted last October, interviews with Barry Bompas, Wayne Welsh, CIEA, and several years of debate within the Executive, the Task Force recommended changes to: the FSA's affiliation with CIEA, the way in which we represent our distinct Faculty and Staff components, our Executive structure, and some of our contract language. The Task Force expected that at an EGM in March the Executive would take the recommendations it accepted to the membership. But, as is evident, that didn't happen. It's not that the Executive is unhappy with the work done by the Task Force, it's just that for the following reasons we feel now is not a good time to be making these kinds of decisions:

- 1) We are still reeling from the shock of Bill 28 and have no idea to what extent it will affect us in the future.
- 2) We want to concentrate on getting through the lay-offs and bumping and give everybody a chance to regain confidence.
- 3) (and this is probably the most important) We need to address the concern, expressed predominantly

by PhD Faculty, that it is not in their best interest to be part of a joint Faculty/Staff association, and that it would be best to split the union. Not all of our PhDs feel this way, but we believe that a significant number of them do.

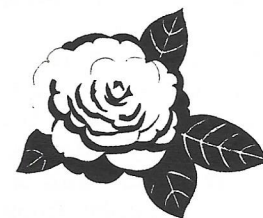
A couple of months ago the English Department voted unanimously to ask the FSA to hold a referendum on splitting the union. The Executive agreed it's a good idea if the numbers are there to support it. The Executive asked that members of the English department submit articles to *W&V* expressing their views as to why separate contracts would benefit Faculty. I hope they are able to get something into this month's publication because the best way to handle this issue is to get it out there and to get other members talking about it.

At the AGM we will be asking Faculty if a referendum on splitting the union is what they want. If the answer is 'yes', the referendum will be held early next fall with all members, Faculty and Staff, voting. Once the issue is settled, the Executive will then address the recommendations of the Task Force. If there is not an appetite for a referendum, the Executive will begin to circulate information on the Task Force recommendations in September.

Against Splitting the Union

Not long ago I had a conversation with a very unhappy member. His depth of feeling for splitting the union was really surprising. He feels that Faculty are very poorly served by the Executive and that our focus is on Staff not Faculty. He believes that if Faculty had bargained on their own in the last round they would have secured a far better salary increase and a superior contract all round. He believes that an Executive representing Faculty only would have put far more emphasis on promoting research than the FSA has. He believes that splitting the union would go a long way in helping UCFV attain university status. And, he believes that

splitting the union would strengthen Faculty's relationship with Management.



Although I have great respect for this member, I strongly disagree with all his statements (which again will come as no surprise). I feel that both the Faculty and Staff components have been served to the best of the Executive's ability. The Executive deals with issues as they present themselves. We do not now, nor in my experience have we ever, promoted the concerns of Staff over those of Faculty.

Our Faculty would not have done better bargaining on their own. Except for two really small locals, all the other locals in our sector represent Faculty only. Whether they were at the provincial table or not, they did not do any better than UCFV Faculty—in fact, just the opposite. I believe we have the best contract in the province for both Staff and Faculty. As of April 1st, Faculty top of scale will be \$71,000. For Faculty who were at the top step two years ago this is an increase of 10%. For Faculty who were not at the top step two years ago but who are now, the increase is in excess of 14%. This of course was what everyone else in the system got, but at UCFV Faculty who were not yet at top step, and did not receive at least a 10% increase over two years, will increment again on October 1st. We have a provision, exclusive to UCFV, that allows Faculty to bank overloads to be put toward an extended Ed leave or early retirement. We have decreased the Faculty work load from eight sections to seven for all UCFV Faculty seeing 150 or more students a year. Again this is exclusive to us. Due to good joint management of the Faculty provincial pension plan all Faculty will receive an extra \$350 per month when they retire;

this will not be available to Staff. All of our members, Faculty and Staff, have a health spending account of \$1000 per year.

In the last two rounds of bargaining the Executive took Faculty research options to the table; in fact, both times it was one of our top priorities. Administration agrees that research is important and wants Faculty to be doing it, but UCFV is not funded for research nor does it have extra money to put toward it. I understand that some Faculty who are interested in doing research are disappointed with the 'one release Research Option' that we negotiated; however, it is a start.

Some universities have Faculty unions and others don't. I can't see how the fact that we are a Faculty *and* Staff union would make any difference in UCFV attaining university status.

I strongly disagree with the idea that a purely Faculty union would have a stronger relationship with Management; on the contrary, our combination Faculty Staff association is one of the strengths of our labour relations. Because the FSA represents all of UCFV's bargaining unit employees, we spend less time on local bargaining than other institutions. Many of the problems between UCFV's different member components are dealt with internally by the union; they don't get to Management, which allows Managers to spend their time more productively.

In my opinion, our combination Faculty Staff association has served us well. I believe that — more than at any other local — our Staff and Faculty are aware and supportive of each others' issues and concerns. We do not compete for resources or work, as often happens when two or more unions work at the same institution. Two unions would mean double the potential for strikes, lock-outs, and costly arbitrations.

In conclusion, I believe our unique association is a source of pride for many of us; and, after twenty-five successful years, why would we want to consider disbanding it?

Child Care Centre Update

As reported in previous issues the FSA, Child Care employees, and UCFV have been working together to find a solution to the Child Care Centre's costly overruns. Several proposals have been made over the course of fall and winter, but we are still trying to come up with a solution all parties can live with. This has been a painful experience for all the Centre's employees and for various reasons has resulted in three resignations. I hope for the Centre's sake, and for the sake of our students and UCFV employees who have children there, that we can bring closure to this situation soon.



Finally, Many Thanks

Again, I want to express my appreciation to you, the members, for the opportunity you have given me to work on your behalf. I want to thank the Executives that I have had the privilege working with, past and present, for their hard work and dedication.

I especially want to thank Grievance Chairs Bob Smith and Heidi Tvete for being so good at their jobs and so wonderful to work with; Martin Silverstein, Kevin Busswood, Kim Isaac, and Tim Cooper for their unfailing support and willingness to consistently go above and beyond; Ian McAskill for his support and encouragement; again Kevin and Ian for always providing much needed comic relief; Richard Dubanski for his skill and patience; and, of course, our

Executive Assistants Fenella Sobchuk, Flo Kehler, and formerly Jacqueline Ritter. The Executive Assistants are really the heart of the FSA. I could not have asked for more excellent people to work with. All three women are worth their weight in gold and I will miss their daily presence in my life immensely.

Thank you.

Bev Lowen

FSA President's Report to UCFV Board

March 13, 2002

The UCFV Faculty Staff Association represents about 700 UCFV employees; the number varies depending on the time of year. We are unique in that our membership is made up of Faculty, Staff, and directors. Almost all the other post secondary unions in BC consist of just one employee component — Faculty or Staff — and directors are usually excluded employees (not in the union). Except for a couple of very small colleges, like NVIT, most of BC's colleges and the four other university colleges have at least two unions — a Faculty association and a support Staff local represented by either CUPE or BCGEU. Some post-secondary institutions have three, sometimes even four, unions representing the different types of employee — a Faculty association made up of academic instructors, a BCGEU local made up of trades instructors, a CUPE local made up of support Staff, and so on.

UCFV has had, for the most part, extremely good labour relations since the union's inception twenty-five years ago. And I take the liberty of speaking for UCFV administration, as well as the FSA Executive, when I say that we are very proud of our relationship. It is due in part to both sides making a concerted effort to conduct our

business in a reasonable, respectful manner. It is also due, I believe, to the make-up of our association; administration only has to deal with one bargaining unit. Because the FSA represents all UCFV's bargaining unit employees, we spend less time on local bargaining than other institutions. As well, many of the problems between UCFV's different member components are dealt with internally by the union; they don't get to Management. Because of our good relations UCFV and the FSA have not had to spend a lot of money, time, and effort on labour disputes. This allows us to get on with the business of education.

Unfortunately, the funding cutbacks and freezes we are dealing with now greatly inhibit UCFV's ability to educate students. Administration has been forced to raise student fees, make drastic changes to some departments, and lay-off employees. These measures will not allow UCFV to continue to deliver the quality of education we have offered our students up until now. And by 'students' I mean mature students, disabled people, single parents, young people, people from all economic backgrounds. However, it seems that those being hit hardest by the present funding cut backs and freezes are those least likely to be able to afford an education in the first place. Students choose UCFV because the cost of living away from home (e.g., in Vancouver) while getting an education is too high. If students cannot get their program or courses here it will cost them dearly.

The FSA's primary concern, of course, must be for its members. The FSA understands that about 20 people will receive lay-off notices. As you can imagine, lay-offs, even just the threat of lay-offs, cause much distress, uncertainty, confusion, and fear. It is a very painful time for everyone — administration, Faculty, support Staff, and students. Our workplace becomes extremely tense and uncomfortable and students pick up on the tension right away. This could cause them to lose confidence in us.

Because college and university colleges do not have tenure as the

universities do, the only job security our members have is bumping rights. Bumping is a process in which members with the same qualifications and at the same pay rate can bump into the position of a member with less seniority. Bumping is a necessary evil which greatly exacerbates a lay-off situation. It prolongs the process for months by causing a cascade which can affect three times the number of employees originally given lay-off notices. Lay-offs and bumping are not only devastating for the individuals involved, departments are often drastically affected as well. It's hard to see long-time co-workers lose their jobs through no fault of their own. Those left behind often suffer guilt and a great sense of loss. What is even worse is that when a person bumps into a department they are sometimes treated with contempt for displacing a member of the 'team'.

UCFV administration and FSA Executives work really hard to make lay-off and bumping as painless for individuals and as smooth for departments as we can, but it is a dreadful job. In the past we have usually managed to relocate almost all those laid off using the bumping mechanism, and still the process has been horrible for everyone.

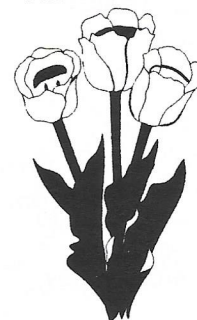
We have never had to deal with the magnitude of lay-offs we are facing now.

It is hard for me to grasp that UCFV, an institution that has consistently over produced its FTEs, due to the hard work and dedication of its administration, employees, and union, should be having to deal with this. But, then, all of BC post-secondary is facing the same dilemma of being asked to do more with less. I sincerely hope that you, our new Board of Governors, can relay to the province the impossible predicament they have placed us in. We want to deliver quality education to anyone who wants to come to UCFV but we can't do it without adequate funding.

The following is a quote from an e-mail I received yesterday from Catherine McDonald, CE Director. Although Catherine is not being laid off, seven in her department are. Continuing Education is one of the hardest hit.

To come to work now is like coming to an old familiar place we used to know; where people laughed, worked together for a common belief in community education. Now we don't know what we're doing, where we're going and what our work future looks like. It has caused tension amongst us, this shared environment of sadness and loss for what has passed and uncertainty for what will come. At times, we are isolating ourselves, withdrawing from colleagues. At other times, we meet in small groups, creating scenarios for what will become of us. There is no shared vision. Everyone reacts to crises in different ways, some angry, some fearful, some sad. And at some points, everyone experiences these feelings all in one hour.

-Bev Lowen



Faculty Grievance Chair

This alerts you to the fact that the employer may in unusual situations inquire into the extent of an employee's outside employment, even question its nature on professional grounds. It's best to disclose your outside employment to your dean or director, as required by the Faculty Overload policy. Further, records you may consider private, stored electronically or in hard copy in your office, can be accessed by the employer. Use of the university-college's computing system for non-UCFV related purposes is prohibited by policy.

(appropriate use of computing and network resources). Violations may be subject to discipline.

You will recall the survey of late last year circulated by the Task Force on Restructuring. The survey included a question about maintaining our single bargaining group. The majority of respondents preferred the status quo but among Faculty opinion was split down the middle. In early March the English Department passed a motion supporting a binding referendum among Faculty on the question of a separate Faculty union. Since the motion was referred to the FSA by members, I felt that the matter should be addressed before the other restructuring issues(e.g. affiliation with CIEA, amalgamation of FSA offices, etc.). Table Officers decided to hold a straw vote directly after the FSA's Annual General Meeting in early May, to test the issue prior to a more formal process.

I have asked our CIEA Staff rep about how the procedure would go. A formal vote following a period allowing for debate and adequate notice of the precise question would need to adhere to our constitutional voting rules at supervised polls. The second stage could see an application to the Labour Relations Board which oversees such matters and needs to be satisfied that our procedures have permitted the membership to express its true wishes. The LRB could then issue two completely separate certifications. The third stage would include a division of assets, new constitutions and elections of officers of the successor unions, and nearing the expiry of the Collective Agreement, separate bargaining and disentanglement of our current blended Agreement.

About voting: Table Officers preferred to see separate votes, by Staff and by Faculty, in the *straw* poll. I have questions about this, as it may well not be legal in a binding vote. In 1977 the LRB did issue two certifications but Staff and Faculty that had prior to 1977 combined into the FSA under the Societies Act decided to continue as the FSA despite the separate certifications and secure the employer's recognition in

the Collective Agreement, especially Article 2, of the FSA as the bargaining agent. This recognition superseded the separate legal identities the LRB created. In all, if we have one bargaining agent with officers elected by all members of the FSA according to our constitution, it's unclear to me how we could vote separately in a binding referendum.

Bob Smith



Human Rights Report

Questions?

Why was I in Chilliwack on Feb.20 and in Victoria three days later? What did I want? What did I expect?

I wanted to be counted amongst the caring, to show up for solidarity and community. I was eager to 'demonstrate' that I'm on the right side in this situation. At the same time I am less than whole-hearted about participating in these rituals that confirm and reinforce a polarized view of the world. There is strength in unity, but that does not mean we need to find and focus on an enemy.

But Campbell has said he will not see or hear our cries for fairness, for humane treatment, for justice. So what to do when someone says they will not listen, no matter what. Do we shout louder, or do we turn our attention to what we can do?

With these questions in mind, I attended the CIEA Spring Conference, as your Human Rights and International Solidarity committee rep, which was entitled *Defending Our Rights in Uncertain Times*.

As you can imagine it had some elements of an old fashioned revival meeting: seasoned activists

gathering to sing the old songs and assert once more that it was time to ask of one and all "which side are you on (boys)"....

I got into it for the most part but a wee small voice said 'is that all there is', just choosing up sides and going at it? The workshops I attended gave me: an economic analysis provided by Seth Klein of CCPA; direction on how to behave in a demonstration that gets out of hand delivered by Leo McGrady, labor lawyer from the New Westminster Labor Council; and, in general, encouragement to build a broad-based coalition for community resistance. Labor unions, Jim Sinclair of the BC Fed insisted, must take their place alongside a variety of community groups in order to allay the concern that "labor has its own agenda."

Conclusions

- Demonstrations are good for the lungs, good for venting as long as we notice that we say about them what they say about us, good for making public our desire for community.
- In times like these, demonstrations are for us, not them. We have a chance to recognize our commonalities in diversity. We have an opportunity to join together to address common concerns at a local level. We can take back our community hospitals if we have the will. We can revitalize our local governments to reflect what we want to see in a BC government.
- We can demonstrate that governance is not about doing business for profit; it is about making every individual feel involved and valued.

Ellen Dixon

Status of Women Report

Oct 2001 CIEA SWC Conference

Last fall, I attended my first Status of Women CIEA conference in Vancouver. The theme of this event — How Family-Friendly is Your Workplace? — set our task before us. The twelve of us in attendance spent this October weekend talking about our work schedules, our family responsibilities, and the difficulties sometimes encountered when trying to fit these ever-changing aspects of ourselves together. We talked about issues of child-care, our growing responsibilities in caring for ageing parents and elder-care, and, as women facing these challenges, asked the question, 'How receptive are our employers to making accommodations in our work schedules regarding these concerns?'

Our goal that weekend was to draft a survey to be used to gather information from members at all locals about these work issues. It was important for our group to further explore ways to make our work fit better within our lives. As we crafted these questions to be asked and debated our wording and intent, I looked forward to seeing this project go forward; because behind the question 'How Family-Friendly is your Workplace?' are many concerns.

Job-sharing, Child-care, Elder-care, Flex-time, additional paid 'Family Responsibility' leave (up to five days per year) or a compressed/reduced work week — a move from 35 hours (over 5 days) to 32 hours (over 4 days) per week — were examples of possible directions for us to explore. These were the issues that CIEA suggested we look at in the next round of bargaining.

Leaving the city that Saturday afternoon for the drive home to Abbotsford, I remember feeling elated that I could become involved with this survey project. It seemed full of positive possibilities.

Feb 2002 CIEA SWC Conference

As I arrived for the Friday evening meeting this last February, there were twenty in attendance around the table; the mood in the room was very sombre. Our round robin consisted of each local giving sketchy reports of budget shortfalls and possible lay-off notices at each institution. Many of the women didn't know if they would be returning to future meetings. We spent very little time that weekend revisiting our survey questions but instead spent our time listening to the fall-out of the new budget. The notion of 'last hired being first fired' is a reality for many women who, due to maternity leaves or taking on greater responsibility of child-care, have delayed returning to full time positions, opting instead for part-time or irregular work.

CIEA does still intend to distribute the finished survey to our members by whatever means, be it web-based, e-mail or mail-out (this is yet to be decided). But when CIEA will undertake the administering of the survey and the reporting of the data collected back to the locals, is yet to be decided by president's council.

I encourage you to think about these topics and to support the 'Family-Friendly' survey if it is distributed next year. The information gathered from your input and the awareness raised can provide our Executive with many important issues to be considered. Most importantly, we should keep in mind why issues of flexibility are important to all of us, especially during these extremely stressful times.

-Darlene Rosner



Second Staff VP Report

I would like to begin my remarks with a saying and a quote. There is a saying that "many hands make light work". This was especially true of our annual UCFV/FSA dinner dance held only a few short months ago. There were so many who willingly helped to make the evening a fun one. The quote is as follows: "The habit of expressing appreciation is oil on troubled waters. It is the essence of graciousness, kindness, and fair dealing. Fortunately, it is a habit that can be formed by anyone who will take the trouble."

With that thought in mind and as your social convener I would be remiss if I did not take this opportunity to thank all those who helped make the evening a success.

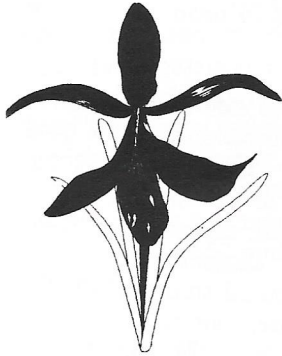
The music was lively and danceable — thanks to the band Savage West. The food was delicious and abundant — thanks to Presentations Catering. The impromptu entertainment was great — thanks to Cheryl Isaac and friends for being such good sports. The door prizes were varied and well-received — thanks to the UCFV and local business community. Thanks to our last minute bartender (Ken Sobchuk) who went the extra mile so we could have a mellow time.

Special thanks to the dinner/dance committee; the evening would never have happened without them!

At this time of year I want to say something 'Spring-like', but as I write this and look out the window to hear the wind howling and see the snow drifting I am instead reminded that Christmas is just around the corner. So circle Saturday, December 14th on your calendar as that is the date of our next UCFV/FSA dinner dance and the location is at the Best Western in Mission. Our band this year 'The Rude Boyz' again promises to be lively and danceable. Hope to see you there!

One last thought: "The grinding that would wear away to nothing a lesser stone merely serves to give luster to a diamond." Just a reminder that we are all diamonds in the rough.

Margaret Brackett



BC Government: We Can Make a Difference

The two questions I get asked most by my political science students and reporters trying to get a handle on current provincial affairs — that is to say, the self-appointed ideological rampage the Liberal government of British Columbia is presently visiting upon its unsuspecting citizens—are as follows:

The first has to do with this government's dead of night passing of legislation abolishing signed provisions of collective agreements before their negotiated term expired (as in the case of the UCFV /FSA agreement) and other related legislation abolishing salary, working conditions and other portions of signed collective agreements or arbitrator's rulings in the fields of health and education. Were the actions of this government constitutional and otherwise within the "law?"

The second question has to do with the possibility of effective public opposition to the breadth and depth of a government whose legislative agenda reads like the Fraser Institute wish list.

The first question requires a paragraph of British parliamentary theory upon which, our constitution instructs us, the system for Canada's federal and provincial governments depends. In the British (and therefore our) tradition of the "supremacy of parliament" the legislature is elected by the eligible voters and that elected "house" both creates the cabinet government and holds it responsible on a day to day basis. Put differently, the cabinet must maintain the support of a majority of the elected members of the legislature, or the government falls and an election is called. In theory, parliament is supreme because it is there to do the democratic will of the people who elected it. If parliament were bound by the decisions of previous governments or subject to a higher law, then it would not be free to do what it was elected to do, and the democratic will of the electorate would be thwarted.

But the theory depends upon a government, once elected, doing some reasonable version of what they indicated they would do if elected. Today in BC, even Liberal MLA's outside the cabinet are in the dark as to their government's next move. If the government's legislative agenda is hidden, the combination of parliamentary supremacy and majority government (to say nothing of the immense majority enjoyed by the BC Liberals) simply enfranchises a rather small, utterly unrepresentative group of people to impose their personal version of life in the next century upon us. Thus, no, the BC Liberals are not in violation of the "letter" of the parliamentary tradition, but yes, they are stepping all over the "spirit" of that tradition. The BC Liberals are not, of course the first to do so; but they are an exceptionally dramatic example and, more importantly, the one with which we have to live.

That's the bad news. The good news is that there are many reasons to believe that popular opposition in a wide variety of forms can be

effective in limiting the extent to which Gordon Campbell can push his agenda. True, his government will remain in power at least until the next provincial election, and it would embarrass the government to amend the legislative statutes themselves. But public pressure could cause Campbell to alter the degree to which he uses the power his legislation has given him to alter the status quo, especially in health care and education to which his government still maintains at least a nominal commitment. It will arguably be several budget and policy cycles before we will know quite what the Liberals have in store for UCFV, and this is in part because it is too early for the Liberals to know for sure just where they want to go from here.

What they do know is that they have removed the limitations collective agreements might have imposed upon decisions they have, largely, yet to make. The Public Education Flexibility and Choice Act (Bill 28) is enabling legislation; the details of the policy are yet to come, and public reaction to Campbell's agenda will determine to some large or small degree which of the details actually become policy.

There are at least two good reasons to believe that the BC Liberals have put themselves in a position where they are quite vulnerable to sustained public opposition to their neo-liberal agenda in spite of their immense majority in the provincial legislature. The first reason is that, breaking the fundamental rule of political prudence, the BC Liberal agenda has offended too many British Columbians and too many "kinds" of British Columbians at the same time. From unionized public sector workers who are laid off and realize that the very future of unionization itself is in grave jeopardy, to the private sector middle income earner who will pay more and more to receive reduced medical, educational, municipal and legal services, this is not a popular government. You would have to be a six figure real estate developer

in excellent health with no children to objectively benefit from this attack upon what we have rightly enjoyed as the Canadian way of life.

The BC Liberals have broken the second fundamental rule of political prudence in that the negative impact of their policies and the disruption precipitated by their ideological style of government will not come all at once. It will take several budgetary cycles for their agenda to fully manifest itself in increased fees and taxes along with more lay-offs and reduced services at the local level.

Mayors and municipalities, school boards and college boards, whatever their politics, will not like what is happening to them and the public institutions and services for which they are responsible. The cost, absurdity, and injustice of Gordon Campbell's referendum on native land claim settlements is next on the agenda, followed by recall campaigns, to say nothing of province-wide action by a coalition of labour and other groups as well as local action by a wide range of citizens groups.

The nightmare will continue for us, but it will also place increasing pressure on Campbell and the BC Liberals to "back off" or, at least, not pursue his agenda as far as he otherwise might have. This is where we come in — as citizens in our communities and as members of the UCFV/FSA. Our action — locally and provincially — can, in this particular constellation of political variables, make a difference.

Scott Fast

Online Education Attracts Scammers

Having taught online for more than a decade, I've regarded David Noble's public pronouncements as the rantings of just another academic Luddite. The introduction to his new book, *Digital Diploma Mills*, confirmed my impression. He brags about being fired from the Massachusetts Institute of Technology, being "assailed" by the

president of York University and being blocked from an appointment to Simon Fraser University by "ideologically blinded administrators" — all because he's loudly skeptical about the value of online education.

But once Noble turns from his own sorrows to those of post-secondary education, he makes me a reluctant convert of most of his position. His book may also help to explain some of the Liberals' plans for BC colleges and universities.

Noble argues that modern online distance education is the direct descendant of the correspondence schools that arose in the United States in the 1880s. These were privately owned companies, but cash-hungry universities and colleges soon got into the act.

Correspondence courses have a big problem: Hardly anyone completes them. But if you can tap the demand for education and get the money up-front with a no-refunds policy, you're going to profit. Most students, lacking motivation and stimulus, will soon drop out. So you don't have to pay your academic drudges very much to grade papers. Instead, you invest in sales staff to recruit the next crop of suckers.

Eventually, as Noble explains, the correspondence schools' shoddiness was their downfall. No matter how profitable distance education might be, serious universities realized it was hurting their image. But with the rise of the Internet, educators lapsed into the sins of the past.

Noble details scams like the one that afflicted the University of California at Los Angeles, where course materials went online without permission of the professors who'd developed them — and on which they held the copyright. Even the governors of the University of California had no idea what was up. Similar problems appeared in Canada, provoking a

Faculty strike at York University over ownership of course materials.

University administrators and their private-sector allies thought they could make a fortune by selling online courses. The materials might be by top professors, but the course instructors would be lowly teaching assistants, and most online students could be relied upon to drop out quickly.

I saw that dropout rate in the early days of online educations, and it's still a problem. Last fall, I taught 18 students in an online course. Seven flunked, essentially for not handing in assignments. Only the most motivated students can survive online, since a computer provides none of the social stimulus that's routine in a face-to-face class.

Online courses can succeed with carefully adapted course materials, carefully selected students, and carefully trained instructors. Online instruction is never cheaper than regular teaching. So the only way to make money from online courses is to dump print materials online (we call it 'shovelware'), admit anyone who applies and let the teacher learn on the job. Better yet, hire someone cheap and pay on a piecework basis.

When the Liberals brought in Bill 28 a few weeks ago, its emphasis on online education surprised college Faculty. Colleges can now order any teacher to deliver courses online — a prescription for disaster. Thanks to Noble, I now understand that it's also a prescription for the theft of Faculty-developed course materials and for the swindling of students who go online thinking they've got improved access to higher education.

As with the Nigerian e-mail scam promising a share of millions, many promoters of online education offer what they know they can't deliver. But the Nigerians need only one sucker in 10,000 for their scam. Profitable online courses require a huge

captive market to pay up-front and drop out fast. Regular college classrooms will soon be too expensive and too crowded for many students, so online courses will look attractive, for a while.

Noble still doesn't recognize that for some students, in some courses, online education is a godsend. I worry that the inevitable failure of commercialized online courses will ruin the reputation of certain well-designed niche courses. That would keep some very good students from getting a truly better education. It would also drive some good online teachers back to classrooms that will soon hold 50 or 60 students, instead of 30 or 35.

Despite its limitations, David Noble's book should alert teachers students and employers to the threat they face from online con games disguised as higher education.

-Crawford Kilian
The Vancouver Sun, March 23, 2002

They'll Always Have Paris (and a Scholarly Web Site)

Here's clicking at you, kid. As the first step in an ambitious program to establish the Internet as a future forum for film study, the American Film Institute plans to collaborate with the Georgia Institute of Technology to create a scholarly Web site for the movie *Casablanca*.

The site, which is still in the early stages of development, is meant to be a prototype for a virtual cineplex containing interactive academic studies of classic movies. Accessible through the institute's AFI.com site, the analysis of each film would then be digitally linked to pertinent scenes on a DVD in an online student's computer. With *Casablanca*, for instance, clicking on "flashback" might show Humphrey Bogart's Rick and Ingrid Bergman's Ilsa cavorting in Paris.

Details of "Casablanca: A Critical Edition," as the project is called, are still sketchy. Officials at the film institute — which is dedicated to advancing and preserving film, television and other forms of moving image and is not part of the Academy of Motion Picture Arts and Sciences — and at Georgia Tech declined to comment until legal issues, including permission from Warner Brothers to use *Casablanca*, are resolved. Warner Brothers has not responded to a request for information.

Nonetheless, the project's shape is gradually emerging, based on public remarks by the participants and comments by several people who are familiar with the project. The *Casablanca* site is designed to use computers and the Internet to expand the ways in which films are studied, potentially educating a broader audience.

Matthew G. Kirschenbaum, a University of Maryland professor who specializes in digital studies, attended a conference last year where the project was discussed. He said, "To my knowledge, this represents the first attempt to use the kinds of editorial methods that literary scholars have often employed for major literary figures. It takes that methodology and attempts to bring it to bear on film."

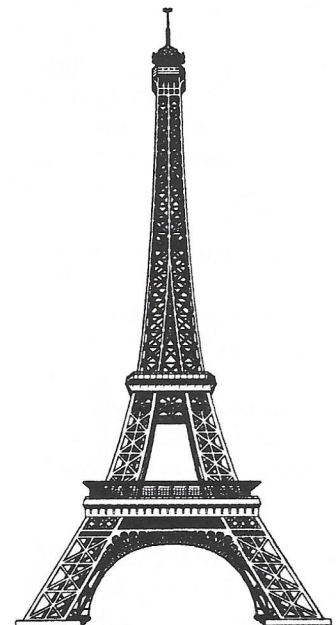
So as movie buffs turn their attention toward Sunday's Academy Awards ceremony, a small team at Georgia Tech in Atlanta remains focused on *Casablanca*, the Oscar winner for best picture in 1943 and the institute's choice as the second greatest American movie after *Citizen Kane*.

Two Georgia Tech professors, Janet H. Murray, who is also a film institute trustee, and Robert Kolker, are supervising the project. Last year the National Endowment for the Humanities said it would give the project a grant for \$180,000, \$19,000 more than the total cast budget for *Casablanca*. The endowment declined to release information about its grant, which has yet to be paid. But after the

grant was announced, Mr. Kolker told a Georgia Tech alumni magazine: "We will be going shot by shot. There will be analysis for every shot in the film.. It will be cross-referenced and heavily multimedia. There are a lot of very minute details."

In addition to scholarly text annotating each shot, one can easily imagine how digital technology could help dissect a film. For instance, various versions of the *Casablanca* script could be compared scene by scene. An online visitor could review every passage in which "As Time Goes By" is played or all of the film's long shots.

The work of another Georgia Tech professor, Stephen Mamber, provides some insight into what the project might eventually yield. While at U.C.L.A. in the 1990's, Mr. Mamber created a digital study of Alfred Hitchcock's film *The Birds*. Hitchcock was known for his storyboards, which used small illustrations to depict how he intended to shoot a scene. Mr. Mamber took digitized versions of storyboards from *The Birds* and synchronized them with the film, allowing them to play simultaneously in separate windows on the computer screen. "When you can look at them as the film is unfolding, you can see how extraordinary Hitchcock's ability to visualize a movie was," he said.



Mr. Mamber also took tiny thumbnail images of the film's 1,100 shots and arrayed them on one screen, allowing instant access to any point in the movie. He also took the film's daily production notes and linked them to what was shot that day so that students could view the scenes in the order in which they were shot.

Mr. Mamber's "Digital Hitchcock" was never intended as a commercial product. But in 1999 he suggested that it be put on the Internet. "There's a huge appetite for these kinds of supplemental materials," he said. The Center for Motion Picture Study of the academy, which supplied many of the historical documents, denied his request to put it on the Internet, he said.

By working in advance with the film institute and the movie studio, the Georgia Tech team seems determined to make sure that it's not the same old story when it comes to getting permission to work with *Casablanca*. Putting the academic material online but not the film itself is expected to assuage the studio's concern about copyright violations, since anyone using the Web site would have to have a DVD copy of the movie to make proper use of the online content.

This is not the first time in the arts that disks have been augmented with online content. In 1995 the Voyager Company started to distribute CDLink, a free program that allowed anyone to write interactive Web-based liner notes for albums. If one had a copy of "Sgt. Pepper's Lonely Hearts Club Band" in the computer's CD-ROM drive, the owner could read an online essay about that Beatles album and click on certain sentences to hear relevant musical passages.

Since then music labels like Sony have issued CD's that when played in a computer give access to online content like songs and interviews. The movie industry has followed suit with DVD's that unlock Web-only behind-the-scenes video clips and the like.

Why not cram all of these goodies onto the disk itself? The film industry has certainly done well marketing

DVD bonus materials to consumers, and viewers would not have to endure long waits while downloading complex material from the Net. In the case of the *Casablanca* project, there are good reasons not to. For one thing, cinema is a relatively young medium, and research continues to produce new stories and artifacts. There are technological considerations, too. DVD's may become a less viable format if the movie industry is ever successful in building a secure, copyright-protected video-on-demand system. If this occurs, the *Casablanca* prototype could serve as a template for accessing other films. One can envision a film institute essay about Bogart that would enable viewers to compare his performance in *Casablanca*, *The Maltese Falcon* and *The African Queen*.

Neither the timetable nor the cost for this is known. In the case of the *Casablanca* project, one assumes that the studio would want to be paid for access to the supplemental materials, as would film experts for their contributions. Whether that could be offset by per-use fees or a subscription plan remains to be seen. Despite these questions, the digital *Casablanca* project may be the beginning of a beautiful friendship between the Internet and film scholarship.

-Matthew Mirapau
New York Times, March 18, 2002



In Times of Terror, Teens Talk the Talk

Their bedrooms are "ground zero." Translation? A total mess.

A mean teacher? He's "such a terrorist."

A student is disciplined? "It was total jihad."

Petty concerns? "That's so September 10."

And out-of-style clothes? "Is that a burqa?"

It's just six months since Sept. 11, but that's enough time for the vocabulary of one of the country's most frightening days to become slang for teenagers of all backgrounds, comic relief in school hallways and hangouts.

"It's like 'Osama Yo Mama' is an insult," offered Morgan Hubbard, 17, a senior at Quince Orchard High School in Gaithersburg, where students have picked up on the phrase from an Internet game.

"If you're weird, people might call you 'Taliban' or ask if you have anthrax," said Najwa Awad, a Palestinian American student at J.E.B. Stuart High School in Fairfax County. "Sept. 11 has been such a stressful thing that it's okay to joke a little bit. It's funny."

Language has always been as malleable and erratic as the day's headlines, and young people have always been some of the most innovative and playful in linking world events to their daily vernacular. But it's more than what it seems on the surface.

"When you have adolescent bravado and think nothing can hurt you, underneath that is really a tremendous fear that everything can hurt you," said Alan Lipman, executive director of the Center at Georgetown for the Study of Violence. "What better way than humor to take these horrible ideas and make them go away?"

The center is doing an in-depth study of college-age and teenage

students and how they got through the first such attack of their lives.

"My friends call me 'terrorist' or 'fundamentalist,' sometimes as a nickname," said Nabeel Babaa, 17, who came to this country from Kuwait when he was 3 years old and is now a senior at Sherwood High School in Olney. "It's not hurtful in the way we say it, 'cause we are kidding around with each other."

When Muslim students call themselves "Osama," Lipman said, they are trying to take back the power of being called such things, just like members of other minority groups who take negative words and use them on one another.

"They are trying to joke around, which takes the air out of it and shows how ridiculous it all is," Lipman said. "Then they feel a sense of connection over joking about it."

Only popular comics on television, radio and the Internet have as much influence on the national parlance as do brazen adolescents with their energy and uninhibited desire to craft their own language, linguistic and sociology experts said.

Teenagers breeze through such expressions as "He's as hard to find as bin Laden," or "emo" to describe people who are very emotional about Sept. 11. (It traditionally referred to brooding, pop punk music.) Girls might say a boy is "firefighter cute" instead of the more common "hottie."

And using Sept. 11 words to crack that well-turned one-liner or pithy witticism has calmed some frazzled nerves.

"We're able to make jokes and aren't as overly sensitive as before," said Jonathan Raviv, 17, a senior at Bethesda-Chevy Chase High School. "You don't want to offend anyone. But sometimes it's a little insensitive, and that's the nature of the joke."

Teachers worry that such slang could cross the line between funny and offensive. "There was some concern about this sort of thing, and teachers are conscious of this," said Jon Virden, an English teacher at Bethesda-Chevy Chase. "It does bring up the issue of what is the lag time to

laugh at something like this. But students were considerate of this."

The lag time after Sept. 11 was significant; round-the-clock news replaced all other programming, and laughter was rare. But the first "safe zone" for jokes and slang emerged — the enemy, bin Laden and the Taliban — and others soon followed.

"Terror humor," as it's called by those studying the phenomenon, is even going to be the subject of a special panel organized by Paul Lewis, an English professor at Boston College, for a conference of the International Society for Humor Studies this summer in Forli, Italy.

"Teenagers may be quicker to be more irreverent or raw and less likely to have their emotions repressed," he said. "There was a time right after the attacks when humor just stopped. But I thought the return of humor was very much predicted. Disasters don't take away humor."

Slang has always bubbled to the surface during crisis points. Some fades quickly, but some becomes a part of the national lexicon. And young people are comfortable being sassy sooner than adults are — think "going postal," "the mother of all battles" or "nuke 'em."

"Teenagers' language tends to be more vivid and lively than grown-ups' language," said Geoffrey Nunberg, a senior researcher at the Center for the Study of Language and Information at Stanford University and author of the book "The Way We Talk Now."

"Out here you hear [teenagers] say, 'That's so Sept. 10. . . . Or, 'That's some weapons-grade salsa,' "Nunberg said.

Inside J.E.B. Stuart High, one of the most ethnically diverse schools in the country, students say they do use caution when joking.

"Since we actually do have students who wear burqas, it's not like we are going to say that," said Deidre Carney, 16, who is editor of the school newspaper. "But we do make a few anthrax jokes — like since there is so much construction

going on, we might joke that there is anthrax."

Other students said it's easier to joke because everyone knows each other in a school that has no majority ethnic or racial group.

"If you do something to offend someone, then that's cold," said Ryan Hoskin, 17, a senior at Stuart. "But a lot of times we don't, and we are just looking for a way to deal with the crisis. It's like you need comedy."

Hoskin said that if a white student tells a joke involving people of Arab background, he expects to hear one back about the white students who were involved in the shootings at Columbine High School in Colorado.

After all, humor should help you through. But it should also be fair, he said.

-Emily Wax
Washington Post, March 19, 2002



Notes & Notices

Notice of Motion

Once again it is time to engage in constitutional housekeeping.

The Executive has endorsed the changes outlined below but they will require your approval at the AGM on May 1, 2002. The changes are noted in **strikeout** format for deletions, and **bold** for insertions. The changes, bring into accord our Association's By-Laws with our long-established practice.

-Ian McAskill

Treasurer, President, and Past-President. In non-transition years (where there is no position of Past-President) or in a transition year when the Past President declines to serve, appointment of the third member will be made from among the Executive Committee on the recommendation of the Secretary-Treasurer. This committee shall be responsible to the Executive for all policies and practices involving the Association expenditures and income and all matters related to office personnel and administration.

consistent with my stated intent to respect all our agreements, I choose to restore personal choice, flexibility and cost-effective accountability to myself. This is the only way I can do that.

Oh, by the way, I anticipated that some of you might be upset with my actions, causing you to initiate legal proceedings. Think again. I included an article in the Bill that prevents you from seeking any damages or compensation from me. If any of my nifty moves anger you I would just like to remind you that I am not to blame for my actions. I am only acting as a result of the colossal mess I have acquired through no fault of my own.

Proposed By-law Changes

(bold indicates new language)
(~~Strike-out~~ indicates deleted text)

5.6 Duties of the Secretary-Treasurer:

- 5.6.2 The Secretary-Treasurer shall prepare a financial statement of the Association for each meeting as required by the Executive. The Secretary-Treasurer ~~(S)he~~ shall have the books of the Association ~~audited~~ reviewed each year by a registered accountant selected and approved by the Executive. Such reviews ~~audits~~ shall be furnished annually to the Executive and published to the membership.

- 5.8 Duties of the Chairpersons of Standing Committees: standing committees of the Association shall be established for the following purposes, and the chairpersons of such standing committees shall assume the duties as described:

- (a) The Finance and Administration Committee Chairperson shall convene a committee normally consisting of the Secretary-

A Therapeutic(?) Rant

(Ed.: The following anonymous online open letter to Gordon Campbell came in from several FSA members, with suggestions to reprint.)

Dear Mr. Premier:

Please accept this letter as official notification that effective immediately I will no longer be paying any taxes to the province of B.C., nor will I be paying any of my bills. After conducting a "core review" of my financial situation, I have had to make some difficult choices.

Today I have introduced a new bill, Bill 29 (f), "The Personal Flexibility, Choice and Improvement Act". Under this bill, I am no longer responsible for paying any monies owed to the BC Government or any other creditors. I choose to serve my needs over rigid government contracts.

I realize that this represents a break from my commitment to honor the agreements I signed with government and creditors, but I had to give myself some flexibility so that I could continue to balance my budget. While the steps I am taking through this legislation may not be

I have learned from the stellar example provided by your leadership. Here is what I have learned from you: be arrogant and bold, ignore the concerns of others, say one thing and do the opposite, blame others for your choices and actions, don't honor commitments and contracts, and perhaps most importantly, when you don't like something, legislate it away (be sure to create protection from legal action).

Sincerely,

One of the SILENT MAJORITY!

Fake Prof Sentenced

Regina — A bogus university professor who copied her examples and notes out of textbooks and failed to understand high-school level math was sentenced Wednesday to house arrest for her scam.

Lana Nguyen, 34, used her former husband's academic credentials to land a job teaching at the University of Regina.

Her sentence means Nguyen, who is now unemployed and living in Calgary, must remain in her home for 23 hours a day at first, with the restriction gradually being eased over the two years.

The Crown wanted Nguyen to repay her \$165,000 salary, a \$31,500 grant and \$10,500 US paid by a student who wanted to be one of her grad students.

However, the judge only ordered her to reimburse the student.

Canadian Press
Feb. 7, 2002

Mottomania

(Ed: Here are some words to live by, acquired via a FOAF.)

- > If at first you don't succeed, destroy all evidence that you tried.
- > A conclusion: the place where you got tired of thinking.
- > Experience is something you don't get until just after you need it.
- > For every action, there is an equal and opposite criticism.
- > He who hesitates is probably right.
- > No one is listening — until you make a mistake.
- > Success always occurs in private, failure in full public view.
- > To steal ideas from one person is plagiarism; to steal from many, research.
- > Two wrongs are just the beginning.
- > The problem with the gene pool is that there is no lifeguard.
- > The sooner you fall behind, the more time you'll have to catch up.

- > A clear conscience is the surest sign of a bad memory.
- > Change is inevitable ... except from vending machines.
- > Don't sweat petty things — or pet sweaty things.
- > How many out there believe in telekinesis? Raise my hands....
- > Hard work pays off in the future. Laziness pays off now.
- > Eagles may soar, but weasels are never sucked into jet engines.
- > A conscience is what hurts when all your other parts feel good.

The FSA AGM Coming Soon

to a Chilliwack Campus Theatre
near you

May 1, 2002
3:00-5:00 p.m.

Come out and vote; pizza, beer,
and conviviality to follow the
democratic process...

You can use the ballot on the
other side of this page, or get one
at the meeting.

A Pretty Springtime Ditty:

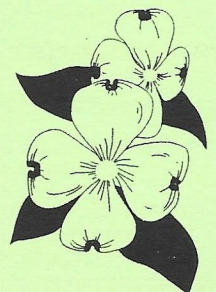
It Was A Lover And His Lass

It was a lover and his lass
With a hey and a ho and a hey
non-ni-no
With a hey non-ni non-ni-no
That o'er the green cornfield did pass
In spring time in spring time
In spring time, the only pretty ring
time
When the birds do sing, Hey ding-
a-ding-a ding
Hey ding-a ding-a-ding
Hey ding-ading-a-ding
Sweet lovers love the Spring.

Between the acres of the rye
With a hey and a ho and a hey
non-ni-no
And a hey non-ni-no, non-ni-no
These pretty country folks would lie
In spring time in spring time
In spring time, the only pretty ring
time
When the birds do sing, Hey ding-
a-ding-a ding
Hey ding-a ding-a-ding
Hey ding-ading-a-ding
Sweet lovers love the Spring.

And therefore take the present time
With a hey and a ho and a hey
non-ni-no
And a hey non-ni-no, non-ni-no
For love is crowned with the prime
In spring time in spring time
In spring time, the only pretty ring
time
When the birds do sing, Hey ding-
a-ding-a ding
Hey ding-a ding-a-ding
Hey ding-ading-a-ding
Sweet lovers love the Spring.

As You Like It, Act V, scene iii



Faculty & Staff ASSOCIATION

NOMINATION FORM

ELECTION OF OFFICERS YEAR 2002/2003

Nominations shall be open until the Annual General Meeting & shall close at the Annual General Meeting.

POSITIONS TO BE FILLED:

President
 First Faculty Vice-President
 First Staff Vice-President
 Second Faculty Vice-President
 Second Staff Vice-President
 Recording Secretary
 Treasurer
 Contract Chair
 Communications Chair
 Grievance Chair (Faculty)
 Grievance Chair (Staff)
 Joint Professional Development Chair
 Agreements Chair
 Occupational Health & Safety Chair

CIEA Reps: Non-Regular Employees, Status of Women, Human Rights

Please complete this form and forward it to the FSA Office, Abbotsford campus.



I NOMINATE _____

FOR THE POSITION OF _____

(name and signature of *NOMINATOR*)

(date)

I ACCEPT THE NOMINATION _____
(signature of *NOMINEE*)

Please complete and forward to the FSA Office, Abbotsford campus.